



Public Schools of North Carolina

Information on Professional Development

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What We Know About Effective Professional Development

- Research-based
- Targeted to need, based on data
- Embedded in content
- School-based
- Coached
- Not programmatic, but process oriented
- Systemic



What Teachers Report about Professional Development

- 64% of teachers were pleased with professional development they received when at least 10 hours of instruction were involved.
- 50% of teachers report they think enough funds are available for professional development.

(TWC Survey)



TWC - Continued

- 50% of teachers want PD to improve skills in teaching students with disabilities.
- 43% of teachers want PD in Limited English Proficiency.
- 41% of teachers want PD to develop strategies to close the Achievement Gap.



TWC - Continued

Only 44% of teachers report they have a role in determining the content of their professional development.



Barriers to Effective Professional Development

- Time – School Calendar
(Late arrival, Early Release)
- Difference of opinion between administrators and teachers about needs
- Conferences vs. Professional Development
- Local Control
- Persuasive Vendors



Advising the Field

- State Superintendent Focus
- Curriculum Consultants
- Office of Professional Development
- Teacher Academy
- New Schools Project
- PEP
- Other University Programs



Expenditures (FY 2006-07)

- State - \$28.5 M
- Local - \$29.1 M
- Federal - \$42.8 M

Total Expenditures - \$100.4 M



Office of Professional Development

Senior Coordinator, Stephen Greene

- Reginald Wilkerson, Coordinator
- Cheryl Fuller, Coordinator
- Yvette Stewart, Coordinator
- Shelly Jackson-Green, Coordinator



Initiative

Design Professional Development for Transformation Districts

- Based on the Needs Assessment Results
- In collaboration with existing support in the LEA
- Using DPI staff, Partners, or Vendors



Initiatives

Design Professional Development Plans for Transformation Teams:

- **Regional Leaders**
- **District Transformation Coaches**
- **School Transformation Coaches**
- **Instructional Facilitators**



Initiatives

Professional Development for DPI Staff:

- 21st Century Future-Ready Goals
- The Professional Teaching Standards
- The Executive Standards
- The North Carolina Staff Development Standards
- Leadership Coaching
- EVAAS training/Data Analysis
- Professional Learning Communities
- Response To Intervention
- Curriculum Alignment



Deployment Plan for Evaluation Tools

- Executive Evaluation: Beginning May 2008
- Teacher Evaluation Tool: Beginning July 2008, Phased in over next two years



Initiatives

Creating an Online Clearinghouse for Professional Development

- An online professional Development Directory has been created at Learn NC in collaboration with Z Smith Reynolds
- A partnership with the NCCC is being explored with the Repository of Professional Development project



Committee Work

- Policy and/or Collective Bargaining Language for Professional Development

National Staff Development Council, Council of Chief State School Officers, National Education

Association, and American Federation of Teachers

- Evidenced Based Research Collaborative
- SERVE

